

STATE EMPLOYEE COMPENSATION

INTERIM COMMITTEE

AGENDA

9:00 A.M. - 5:00 P.M.
Tuesday, October 25, 2005

Room 328 (JFAC Room)
State Capitol, Boise, Idaho

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| 9:00 AM | Call to order, roll call – Rep. Bob Schaefer, chairing |
| 9:05 PM | Compensation Philosophy and Examples – Mary Harker, ITD
(representing the Human Resource Directors Panel) |
| 10:00 AM | Board of Examiners: History, Role, and Function
Patrick Hodges, Office of the State Controller |
| 10:20 AM | BREAK |
| 10:30 AM | Legislative proposals – Matt Freeman, Legislative Services Office <ul style="list-style-type: none">• Redefine “holiday” for state employment purposes• Amend “bonus” provisions• Codify moving expenses |
| 10:50 AM | Examples of Benefit Plan Alternatives, Ann Heilman, Division of Human Resources <ul style="list-style-type: none">• Changing executives from comp-time to salaried• Pro-rate health benefits for part-time employees |
| 11:45 AM | LUNCH (no host) |
| 1:00 PM | Example of Bonuses for Cost-saving Employee Suggestions
Ann Heilman, Division of Human Resources |
| 1:30 PM | Should there be a limit on how much money appropriated to agencies for personnel costs can be used to cover operating expenses or capital outlay? <ul style="list-style-type: none">• Jeff Youtz, Supervisor, Budget & Policy Analysis, Legislative Services Office• Brad Foltman, Administrator, Division of Financial Management• Don Drum, Administrator, Support Division, Department of Correction• Karl Dreher, Director, Department of Water Resources |
| 2:30 PM | BREAK |

- 2:40 PM Salary Schedule Structure Impact and Illustration – Jay Anderson, Division of Human Resources
- How the current Pay Schedule is intended to work.
 - Pay equity issues when Hay Points do not equate to Market Pay Rates.
- 3:30 PM Potential Solutions Examined – Ann Heilman and Jay Anderson, DHR
- Providing greater funding to agencies significantly below market.
 - Providing funding for all positions at 90% of market.
 - Directing agencies to award pay increases on performance and market basis.
- 4:30 PM Discuss items for next agenda
Determine next meeting date

ADJOURNMENT

COMMITTEE MEMBERS

Senator John Andreason, Co-chair
Senator Joe Stegner
Senator Dick Compton
Senator Michael Jorgenson
Senator John McGee
Senator Bert Marley
Senator Kate Kelly

Rep. Robert Schaefer, Co-chair
Rep. Larry Bradford
Rep. Ken Roberts
Rep. Rich Wills
Rep. Jana Kemp
Rep. Anne Pasley-Stuart
Rep. Shirley Ringo

Please call Matt Freeman (334-4740) with any questions. Any revisions to this agenda will be posted on the State of Idaho Legislative website at: <http://www.legislature.idaho.gov/>